

ORIGINAL

WORKING AGREEMENT  
**Wage and one Non-Economic Re-Opener**

by and between

GRANT COUNTY

and

TEAMSTERS LOCAL UNION NO. 760

TEAMSTERS, FOOD PROCESSING EMPLOYEES, PUBLIC EMPLOYEES,  
WAREHOUSEMEN AND HELPERS

Grant Integrated Services, Community Support Specialists

**2016**

Article 11.1 of the current collectively bargained agreement states that "there will be wage step and one (1) non-economic item reopeners for 2015 and 2016." This agreement will conclude this process for 2016.


- 1) A 1.0% COLA increase applied to all wage scales. A standard calculation process will be applied to existing wage scales calculated from the hourly rate of Step 1.
  - a) A standard spread between steps will be applied to wage scales
    - i) Step 1 to 2 = 3.0%
    - ii) Step 2 to 3 = 2.9%
    - iii) Step 3 to 4 = 2.8%
    - iv) Step 4 to 5 = 2.7%
    - v) Step 5 to 6 = 2.6%
    - vi) Step 6 to 7 = 2.5%
  - b) A standard calculation of comp rates will be applies to wage scales
    - i) Annual Rate = Hourly Rate x 2080
    - ii) Monthly Rate = Annual Rate / 12
    - iii) Pay Period Rat = Annual Rate / 26
- 2) Step increases will be unfrozen for 2016. Step increases are effective on the first day of the pay period following the anniversary of the position date.

- 3) Retroactive payment will be made of all financial payments back to 01/01/16. In order to be eligible for retroactive payment, an employee must be in active employee status with Grant County as of the date of signing this agreement.

This agreement shall be effective as of the 1st day of January, 2016, except as otherwise indicated and will remain in full force and effect until December 31, 2016. Negotiations may be requested by either party to this Agreement ninety (90) days before the expiration date.

DATED this 27<sup>th</sup> day of July, 2016

BOARD OF GRANT COUNTY  
COMMISSIONERS

By:   
Cindy Carter, Chairperson

By:   
Carolann Swartz, Vice-Chairperson

By:   
Richard Stevens, Commissioner

TEAMSTERS LOCAL UNION No. 760

By:   
Leonard Crouch,  
Secretary/Treasurer

# ADDENDUM A

## Salary Schedule 2016

POSITION	BAND		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
Community Support Specialist	10	Hourly	\$22.0511	\$22.7126	\$23.3713	\$24.0257	\$24.6744	\$25.3159	\$25.9488
		Pay Period	\$1,746.0880	\$1,817.0106	\$1,869.7039	\$1,922.0557	\$1,973.9512	\$2,025.2739	\$2,075.9057
		Monthly	\$3,822.1907	\$3,936.8564	\$4,051.0252	\$4,164.4539	\$4,276.8942	\$4,388.0934	\$4,497.7958
		Annually	\$45,866.2880	\$47,242.2766	\$48,612.3027	\$49,973.4471	\$51,322.7302	\$52,657.1212	\$53,973.5492